

MILPERSMAN 1306-106

TIME ON STATION (TOS) AND RETAINABILITY OBLIGATED SERVICE (OBLISERV)

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References	(a) DoD Instruction 1315.18 of 28 October 2015 (b) OPNAVINST 1300.15B (c) NAVSO P-6034 Joint Travel Regulations (JTR) (d) DoD Directive 1100.4 of 12 February 2005
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1. **Purpose**. When considering enlisted Service members for permanent change of station (PCS) transfer, references (a) through (d) and this article must be reviewed to ensure time on station (TOS) and retainability requirements are met.

2. **Policy**. The following general policies apply to the assignment and reassignment of enlisted Service members, unless exempted by other articles or specifically waived by Commander, Navy Personnel Command (COMNAVPERSCOM), Career Management Department (PERS-4). Authority to deviate from these policies rests with Office of the Chief of Naval Operations (OPNAV) Director, Military Personnel, Plans, and Policy Division (OPNAV N13).

3. **TOS Requirement for Reassignment**. TOS is the period of time established for tours in specific geographic locations in the continental United States (CONUS), overseas, or at sea before executing a PCS transfer.

a. TOS requirements are established to enhance operational readiness by stabilizing Service members in units in order to help reduce PCS costs and improve the quality of life by reducing personal or family turbulence.

b. When all other factors are equal, TOS is the primary consideration in selecting Service members for reassignment.

c. The TOS requirement for all assignments within CONUS is 36 months. The TOS requirement for overseas assignments is the applicable (unaccompanied or accompanied) Department of Defense (DoD) area tour for overseas locations listed in reference (c), and on the [DoD Web site](#), or the specified overseas sea duty tour length as defined in [MILPERSMAN 1300-308](#) for enlisted. TOS may be satisfied by one or more tours at the same permanent duty station or those in close proximity to each other. For example:

(1) A PCS transfer before completing a 36-month tour from a command in Norfolk, VA to a command in Little Creek, VA would normally fulfill the TOS requirement because the commands are in the same geographic area. A transfer from Arlington, VA to Norfolk, VA before completing 36 months on board would violate the TOS requirement because the commands are not considered to be in the same geographic area.

(2) A PCS transfer within the same overseas geographic area before completing the required DoD area tour would not break TOS or create the requirement to restart a new DoD area tour at the new command.

d. TOS in CONUS is computed inclusively from the month of arrival to the month of departure. TOS overseas is computed from the date of departure from CONUS to the date of return to CONUS, excluding authorized leave en route.

e. Service members may be reassigned before completing the minimum TOS requirement under certain circumstances. TOS waivers may be granted on a case basis by NAVPERSCOM (PERS-4).

f. In the case of two PCS transfers within the same fiscal year, a Secretary of the Navy finding may be required for payment of a second dislocation allowance (DLA). See [MILPERSMAN 1300-400](#).

g. Sea duty tour lengths are prescribed by the Secretary of the Navy.

h. Authorized exceptions (TOS waiver not required) to TOS requirements include:

(1) Reassignment to an overseas or sea tour,

(2) Twenty-four months TOS prior to transfer in sea-intensive communities, as prescribed in the current sea shore

flow naval message (NAVADMIN) who are assigned from shore to sea duty,

(3) Accession or reassignment to a different duty station for initial skill training or separation,

(4) Reassigned to a different duty station for training or educational purposes,

(5) Reassignment due to major weapon-system change or unit conversion (e.g., change of one type of aircraft to another); this exception does not cover moves associated with replacing Service members selected for new weapons systems or units,

(6) Permitted the option to retrain into a new specialty and location in conjunction with reenlistment; requires 12 months TOS prior to transfer,

(7) Permitted the option to select another location in conjunction with an established program to keep military couples together (spouse co-location per [MILPERSMAN 1300-1000](#)); requires 12 months TOS prior to transfer,

(8) Assignment to the Office of the Secretary of Defense, Office of the Chairman of the Joint Chiefs of Staff, or the Defense Agency where tenure is limited by statute or the provisions of reference (a) to a shorter tour,

(9) Service under reference (c), which prescribes different assignments for management positions in the support activities,

(10) Reassignment under the Exceptional Family Member Program or for humanitarian reasons,

(11) Reassignment to a different duty station in preparation for a unit deployment or move, or rendered excess as a result of such a deployment or move,

(12) Service member considered for reassignment is a first-termer,

(13) Disqualification for duty as a result of loss of security clearance, professional certification, nuclear certification, or medical qualification to perform, and upon

determination that no vacant billet exists within the limits of the same geographic location in which the Service member may serve pending requalification or recertification,

(14) Reassignment as prisoners, including assignments to and from confinement or reassignment for the purpose of standing trial,

(15) Reassigned from patient status,

(16) Curtailment for the purpose of traveling outside of the travel restriction for pregnancy of the Service member or spouse, or reassignment for the purpose of receiving adequate medical care, including curtailment of female Service members from unaccompanied tours because of the lack of adequate obstetric care,

(17) Involvement in incidents that may cause serious adverse publicity or embarrassment for the U.S. Government, which may jeopardize the mission, or indication that the Service member may a potential defector,

(18) Threatened with bodily harm or death and circumstances are such that military and civilian authorities are unable to provide for continued safety of Service members or their dependents, provided the threats and circumstances are verified by appropriate investigative agencies (e.g., Navy Criminal Investigative Service and Office of the Judge Advocate General),

(19) Completion or failure to complete a training or education program required for follow-on orders,

(20) Reassignment via a low cost move (LCM). LCM is a PCS move for which the total expected cost, including the Service member's travel and transportation allowances and DLA (if applicable) does not exceed \$1,000.00,

Note: LCMs are not curtailments and do not require general or flag officer waivers of TOS that are required for other moves. It is not necessary to adjust the Service member's original tour completion date, nor for the Service member to have retainability beyond the original tour completion date.

(21) Completion of a full tour of duty in a joint assignment waived by Director, Officer and Enlisted Personnel

Management, under the Deputy Assistant Secretary of Defense for Military Personnel Policy per reference (a), and the action would otherwise require a waiver of a TOS requirement,

(22) Makes an unrestricted report of being sexually assaulted and who is granted an expedited transfer, or a Service member who is an alleged offender of a sexual assault whom the Service-designated approving authority selects for expedited transfer,

(23) Rendered in excess due to:

(a) Unit inactivation,

(b) Base closure or consolidation,

(c) Organization or staffing changes,

(d) Reclassification or other actions changing the occupational specialty or skill designator of a Service member,

(e) Disqualification for duty as a result of loss of security clearance, professional certification, nuclear certification, or medical qualification to perform, or relief from duty for cause, or

(f) Promotion to E-8 or E-9.

4. **Retainability/Obligated Service (OBLISERV) Requirements for Reassignment.** Retainability is the minimum amount of active OBLISERV a Service member must have upon arrival at a new duty station after a PCS transfer, both in CONUS and overseas. For Service members executing an LCM, additional retainability beyond the original tour completion date is not necessary.

a. OBLISERV is required before reassignment to ensure Service members complete the prescribed tour. Waivers of OBLISERV requirements may be granted on a case basis by NAVPERSCOM, Enlisted Distribution Division (PERS-40).

b. Service members must not be transferred from their present duty station without obtaining the required OBLISERV for the prescribed tour.

c. The transferring command is required to obtain the applicable OBLISERV or report non-compliance via naval message

to NAVPERSCOM (PERS-40) within 30 days of receipt of PCS orders. If PCS orders do not specify any required OBLISERV, the transferring command must contact NAVPERSCOM (PERS-40) for clarification and direction.

d. Personnel who refuse to incur the OBLISERV directed in their orders will have their record flagged per [MILPERSMAN 1306-125](#). For Service members directed to use Career Waypoints (C-WAY), this record flag will result in forfeiture of their C-WAY reenlistment application approval quota, and they will be coded as "Intends to Separate" in C-WAY. Depending on the amount of OBLISERV that the Service member has remaining, NAVPERSCOM (PERS-40) will decide where the Service member will be assigned for the remainder of their current contract, based on the needs of the Navy.

e. OBLISERV will be acquired by reenlistment or extension of enlistment. For Service members who could possibly suffer monetary loss (selective reenlistment bonus (SRB) or reenlistment bonus entitlement), refer to the current SRB NAVADMIN. OPNAV, Pay and Compensation Policy Branch (N130D) is the approval authority for exceptions to policy for Service members who could suffer possible monetary loss in the Enlisted Supervisory Retention Pay Program.

f. Early SRB reenlistment/extension can be granted for personnel in receipt of PCS orders to meet the OBLISERV requirement. Refer to the current SRB NAVADMIN message.

g. The following requirements are minimums only, which allows NAVPERSCOM (PERS-4) to authorize transfer when the Service member refuses to OBLISERV for the full tour. Additional OBLISERV may be required for special programs or schools. Fleet Reserve eligible personnel must comply with [MILPERSMAN 1830-040](#).

TRANSFER FROM	TRANSFER TO	OBLISERV
CONUS Shore or Sea	CONUS Shore Duty	2 Years
CONUS Shore	CONUS Sea Duty	1 Year
Anywhere Overseas	OVERSEAS Sea or Shore Duty	DOD Area Tour

h. Activities receiving personnel with insufficient OBLISERV must report OBLISERV violations via a personnel arrival without OBLISERV report message (exhibit 1) to transferring command. Inform the transferring command's immediate superior

in command (ISIC), COMNAVPERSCOM (appropriate detailee), and cognizant manning control authority.

5. **Personnel Approaching Fleet Reserve/Retirement Eligibility.**

Personnel who have completed 17 or more years of active duty, in addition to OBLISERV requirements, must sign a permanent [NAVPERS 1070/613](#) Administrative Remarks entry agreeing to remain on active duty for the period of time required to complete the applicable tour prescribed for the overseas area to which assigned.

a. Transfer to the Fleet Reserve or Retired List will not normally be authorized prior to completion of the prescribed overseas tour.

b. Personnel approaching retirement eligibility are cautioned that the requirement to complete the applicable tour for the overseas area may disallow their eligibility to request a twilight tour.

Exhibit 1

Personnel Arrival Without OBLISERV Report

(Use the proper message format containing the following)

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FM RECEIVING COMMAND//JJJ//  
TO PREVIOUS DUTY STATION//JJJ//  
PREVIOUS DUTY STATION PSD (IF APPLICABLE) //JJJ//  
INFO ISIC for transferring activity//JJJ// Appropriate Manning  
Control Authority  
COMNAVPERSCOM MILLINGTON TN//Appropriate Detailer//  
COMNAVPERSCOM/PERS-4013//  
BT  
UNCLAS//NO1306//  
MSGID/GENADMIN/RECEIVING CMD//  
SUBJ/PERSONNEL ARRIVAL WITHOUT OBLISERV//  
REF/A/DOC/NAVPERSCOM/DDMMYY//  
AMPN/MILPERSMAN 1306-106, TOS AND OBLISERV REQUIREMENTS.//  
RMKS/1. PER REF A, THE FOLLOWING IS SUBMITTED DUE TO  
TRANSFERRING COMMAND FAILURE TO OBTAIN OBLISERV PRIOR TO PCS  
MOVE TO THIS COMMAND:  
A. SERVICE MEMBER: NAME/RATE  
B. TRANSFERRING COMMAND AND UIC  
C. DATE RECEIVED  
D. DATE OF ORDERS (DTG/BUPERS ORDER #)  
E. OBLISERV REQUIREMENT IN ORDERS  
F. HAS SERVICE MEMBER ELECTED TO INCUR OBLIGATED SERVICE?  
G. AMPLIFYING REMARKS//  
BT
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